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ROUTING AND TRANSMITTAL SLIP

| TO: (Name, office symbol, room number, building, Agency/Post) | Initials | Date |
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| 1. Associate Deputy Director | | |
| for Administration | | |
| 2. | | |

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| Action | File | Note and Return |
| Approval | For Clearance | Per Conversation |
| As Requested | For Correction | Prepare Reply |
| Circulate | For Your Information | See Me |
| Comment | Investigate | Signature |
| Coordination | Justify | |

REMARKS Bill,

Following my conversation with you, I reread the attached package. I do not like to be obstreperous, and, of course, we will comply with Adm. Inman's direction. I find, however, that the proposed memo and the supporting papers all shape the "problem" in a way with which I simply do not agree. It seems to me that the study is biased towards concern about the care and feeding of psychologists almost to the exclusion of questions as to how well the job is getting done. I think you could meet our concern if you could de-emphasize the attention given to organizational structure. The historic bias of the IG is towards concern with the well being, career potential, and so forth, of the psychologist. Our historic bias and

(over)

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| FROM: (Name, org. symbol, Agency/Post) | Room No.—Bldg. |
| James H. Taylor, ADDS&T | |
| | Phone No. |

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OPTIONAL FORM 41 (Rev. 7-76)
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that of the DDO and NFAC is of getting the job done. Excessive concern with organizational issues strikes me as trivial. The focus ought to be on the tasks being performed and how well they are being performed.



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MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA: Inspector General
Deputy Director for Science and Technology

FROM: Harry E. Fitzwater
Deputy Director for Administration

SUBJECT: Agency Psychologists and Psychological Programs

REFERENCE: DDA Memo to DDCI, dtd 18 June 1981, same Subject

1. As noted in our previous communications regarding Subject, the Agency's psychological activities are carried out by a number of components with the two major groups of psychologists assigned to the Office of Medical Services, DDA, and the Office of Technical Services, DDS&T. In order to ensure that these activities are examined with the degree of objectivity required, I propose that two outside consultants be employed to conduct a survey of all of the Agency's psychological activities.

2. In order to save time ^{and cost} involved with security clearances, it is suggested that we utilize individuals who already have a working relationship with the Agency. One of the consultants should be thoroughly familiar with the Agency from an organizational and management point of view, with no prior specific exposure to our psychological activities. The other individual should, I believe, be a professional psychologist familiar with a variety of activities undertaken by the Agency in this field. I propose that Mr. Richard L. Chapman from the National Academy of Public Administration and Dr. _____ be employed to conduct the study. If Dr. _____ cannot be employed, I suggest that Dr. _____ be hired as an alternate. and of these

individuals are cleared and they already have a good understanding of the Agency's organization, structure, and functions. Their biographic data is attached.

3. It is expected that the study would be conducted within a four- to ~~six~~ ^{four week} week period. The estimated cost would be approximately ~~\$25,000~~ ^{\$10,000 - 15,000}.

4. With your approval I will undertake the necessary arrangements to initiate this study.

HEF

CONCUR:

Inspector General

Deputy Director for Science and Technology

APPROVED:

Deputy Director of Central Intelligence